

Bargaining Unit 14
Management Confidential
City of Fresno Management Employees Association (CFMEA)

Benefit	Description
Health & Welfare: medical, dental and vision (Employee and dependents)	As of 03/01/2009: City Contributes 80% of premium Employee Contributes 20% of premium If no employee contribution, medical benefits are reduced 25% PPO Plan Premium = \$729.00 City Contributes \$583.20 Employee Contributes \$145.80
Retirement *	City = 10.62% Employee (Average) = 7.92% (2%/year @ 55 w/5 years) DROP
Life Insurance	1x annual salary rounded to nearest thousandth
Long Term Disability	66 2/3% to \$7,500/month maximum after 30 days/end of sick leave
Deferred Compensation	Savings/Mutual Funds No City Contribution
Holidays	Holidays = 10 Birthday = 1 Personal Day = 2
Vacation	Not available
Sick Leave	Not available
Supplemental Sick	40 hours/fiscal year
Annual Leave (Days per year/Hours per month) Effective 7/1/2000 (Vacation available after 6 months/sick available after 1 month)	1 – 9 years = 23.25/15.5 10+ years = 28.25/18.834
Administrative Leave	60 hours per fiscal year Up to an additional 32 hours per fiscal year at departmental discretion See MOU for cash out policy
Uniform Allowance	None
Bilingual	None
Workers' Compensation	76% of compensation
Health Reimbursement Arrangement (HRA)	To pay premiums for post-retirement medical insurance

LEGEND:

*	Net rate for City is zero (0) = currently offset by surplus investment earnings Employees Retirement System = Vested after completing 5 years of service
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